

Board of Trustees
United Community Corporation
March 17, 1966

Present: Rabbi Jonathan J. Prinz, Vice President, Presiding; Kenneth Gibson, Msgr. Thomas Carey, Timothy Still, Mrs. Estelle Pierce, Irving Rosenberg, Rev. Kinmoth W. Jefferson, Thomas Edwards, Robert Harvey, Zain Matos, Charles Garrison, Miss Hilda Hidalgo, Roger Tucker proxy for Louis Pitts, Francis Quillian, Saul Schwarz proxy for Abe L. Sudran, Edward Kirk, Oscar Stafford, Mrs. Helen Hoffman proxy for C. Willard Heckel, Mrs. Ceil Arons, Rev. Mario Muccitelli, and Sidney Reitman

Area Board Representatives: Operation We Care, Rev. Joseph Stulb, Mrs. Edna Thomas; People's Action Group, Melvin Higgins, Mrs. Wyla Mae McClain, Mrs. Bernice Scott; People In Progress, Rev. Gordon Foster, Luis Baez, Joseph Duts proxy for Msgr. Philip McCabe; Area Board VII, Charles Mabray and Joseph Nevin

Guests: Dr. Mildred Groder, Simeon Moss, Robert Lett, Dr. Albert Reiners, Harry Wheeler

Staff: Cyril D. Tyson, Donald M. Wendell, James H. Blair, Dr. Thomas Flagg, James Walker, Dean Harrison, Emil Hirschoff, Eugene Conway, Norman Steinlauf, Mrs. Neal Owens, Francis Warren, Mrs. Blondell Bowles and Mrs. Beatrice Easley

The Board of Trustees met at Project Concern, Area Board I, 193 Central Avenue.

REPORT OF COMMUNITY ACTION DIRECTOR: Mr. Blair reported that seven areas of the City have been organized. The first three Area Boards have completed several projects and a job counseling service has been established within these areas. He said that office space is being sought for Areas 4, 5, 6 and 7. He added that he feels we have not yet been able to reach the hard-core poor but efforts are still being made to do so. He said that although we have not yet been able to organize areas 8 and 9, and although these two areas have the least amount of poverty, as long as there are poor people who want to be organized, we will help them.

Rabbi Prinz, on behalf of the Corporation, expressed appreciation to the Community Action staff.

REPORT OF EXECUTIVE
DIRECTOR:

Mr. Tyson reported that there has been a delay in getting the money for Newark Legal Services Project and asked that the Board move to appropriate \$10,000 to help them get underway. It was so **MOVED, SECONDED AND UNANIMOUSLY VOTED** to approve the appropriation. Mr. Tyson added that he hoped it would not take quite as long to get funds for Project Enable which was recently passed.

Mr. Tyson said that Community Action Memorandum #23, which deals with central CAP and delegate agencies, has been discussed by the Personnel Committee along the lines of recommendations made by staff. He said that a meeting has been set with the Regional Office to discuss the memorandum and he will report back to the Board the outcome. He said that all delegate agencies have received copies of the memorandum and are aware of our efforts to learn how this directive affects all of our operations.

Mr. Tyson reported that Upward Bound, which is funded on a national basis, will go into operation this summer. He said that because of the deadline for submission, the colleges and universities throughout the state had submitted their proposals for funding but still need CAP agency approval. He explained that the program is designed to aid tenth and eleventh graders who have potential but who would otherwise not be able to attend college. He said that the various colleges and universities will set up summer classes for those children selected and continue to work with them through graduation. He asked that the Board approve these proposals on a conditional basis, pending their going through our regular process. It was **MOVED, SECONDED AND VOTED** to approve the proposals on the basis requested.

Mr. Tyson said that some delay, the United Community Fund has been given \$80,000 to get COPE underway. Mr. Kirk added that as of the end of this month he expects they will have fifty people enrolled and that as of the preceding Monday they had 150 applicants.

QUESTIONS FROM AUDIENCE:

In response to a question from the audience on whether the City had given UCC the money it needs for the in-kind on the budget, Rabbi Prinz replied that since the budget had not yet been approved, no request had been made to the City since we do not know how much in-kind we will need.

Mr. Tyson, in response to another question on whether the UCC will continue functioning without budget approval, said that we are working on reallocated funds. He added that only two of the proposals we submitted last summer have not yet been funded and he felt this was a good record. He also said that we are working with

the Regional Office and he hopes the budget will be approved by the end April at the latest.

**AREA BOARD REPRESENTATION
ON THE BOARD OF TRUSTEES:**

Rabbi Prinz said that as a result of the membership meeting held last month, Dean Heckel wrote letters to the Area Board Chairmen asking them to elect three representatives from each of the areas to serve on the Board of Trustees, and a letter to Councilman Villani asking the City Council to designate five Councilmen other than himself to serve ex-officio on the Board. He said that so far the following people have been elected by the Area Boards: II, Rev. Joseph Stulb, Mrs. Edna Thomas and Joe Chaneyfield; III, Melvin Higgins, Mrs. Wyla Mae McClain and Mrs. Bernice Scott; VI, Mrs. Cora Givens, Vincent Blasco and Rev. Homer J. Tucker; and VII, Charles Mabray, Joseph Nevin and Mrs. Rena Kelly. He added that even though we have received no official notification, Area Board IV has elected its representatives: Rev. Gordon Foster, Msgr. Philip McCabe and Luis Baez. He called special attention to the fact that Area IV had elected a youth to serve, Mr. Baez.

Rev. Everett asked that the record show that there are ten representatives from the Area Boards in attendance.

MINUTES:

The minutes of the Board meeting held January 27 were approved as mailed. The minutes of the meeting held February 17 were deferred.

PRE-HIGH HEAD START:

Mr. Robert Lett, reporting for the Education Task Force on the Pre-High Head Start Proposal, recommended that the Board approve the proposal with certain recommendations for change. These recommendations are attached. IT WAS SO MOVED AND SECONDED TO APPROVE THE PROPOSAL WITH THE TASK FORCE RECOMMENDATIONS.

In response to questions on whether a recreation period was provided for the children and how will the children be selected, Dr. Reiners said that the classes are scheduled from 8:30 to 1:00 and frequently the students remain longer and that there are two recreation days provided during rehearsals for the closing school play. In terms of the selection, he said that he and another person from Seton Hall make the selection and they have asked the Board of Education for help also.

THE PROPOSAL WAS PASSED BY MAJORITY VOTE.

PROJECT HEAD START:

Mrs. Edna Thomas reported on Project Head Start for the Education Task Force. After reading the recommendations (attached) she said the Task Force recommended the Board of Trustees approve the proposal with the changes noted. She said the Task Force also recommended that UCC send an urgent communication to Washington asking that the aides' salary in the Teacher Aide Proposal be increased to \$2.00 an hour instead of \$1.85 as listed. She said that the Board of Education had agreed to increase the salary of the aides in Head Start to \$2.00 if Washington approves this amount in the Teacher Aide Proposal. Mrs. Thomas said that the recommendations had all been accepted by the Board of Education except for additional supervisors.

Mrs. Thomas read a letter from the Education Task Force Co-Chairmen designating Mr. Lett and herself as the representatives to make the Task Force recommendations to the Board.

A MOTION WAS MADE, SECONDED AND VOTED that UCC communicate with Washington to increase the salaries of teacher aides to \$2.00 per hour. It was noted that if Washington approved the request the Head Start budget would be increased by more than \$2,000.

In response to a question about the use of the aides in the classroom, Dr. Groder said that guidelines set in Washington recommend there be three adults in each classroom: the teacher, pre-professional and aide. The aide and pre-professional help in arts and crafts and other classroom activities. She said that last year a committee of Area Board people helped the Board interview candidates. The pre-professionals, she said, were required to have at least one year of college whereas there were no educational requirements for the aides, but the aides did have to display an interest in working with children.

IT WAS MOVED, SECONDED AND VOTED to approve the Project Head Start Proposal with the recommendations noted.

The Education Task Force asked the Board of Trustees to approve a list of people who want to serve on the Task Force. Mrs. Thomas said that the list had been checked by UCC with its membership files. IT WAS MOVED AND SECONDED to approve the Task Force request. Rabbi Prinz said that no names can be added to this list aftertonight without Board approval. The MOTION WAS PASSED.

Rev. Jefferson asked that he be sent a list of the membership on each of the Task Forces, and that any Board member who requested a copy be sent one.

Mrs. Thomas said the Education Task Force recommends that three representatives from each of the Task Forces be added to the Program Committee. Rabbi Prinz suggested that the Co-

Chairmen of the Task Force contact Dean Heckel asking the appointment be made.

**UCC ON-THE-JOB TRAINING
PROPOSAL:**

Mr. Harry Wheeler reported that the Employment Task Force and said that the changes proposed are: the proposal should run twelve months rather than fourteen and the salaries for the counselors should be raised. With these two changes, they recommended Board approval. Mr. Tyson added that this proposal is the OEO supportive service of the OJT approved by the Board last month and is designed to provide funds for testing and counseling service. IT WAS MOVED AND SECONDED TO APPROVE THE PROPOSAL.

In the discussion that followed, concern was expressed about those areas of training where skills cannot be developed in the time allotted and what happens after that; what is the salary scale to be provided trainees and who can apply. Mr. Tyson said that those areas of training where skills cannot be fully developed in the time limit, efforts will be made to get the employer to hire the person as an apprentice but that it is impossible at this point to say how many can be placed in this manner. In terms of the salary, he said if at all possible, the person will be paid the going rate but if this cannot be obtained, he will be paid \$1.25 an hour. He added that those persons selected will be on the basis of preference to the under-employed or unemployed. In response to another question, Mr. Tyson said that if this portion of proposal was not funded that the program could go on but not as effectively.

There was considerable discussion on the portion of the proposal with regard to using anti-poverty funds to develop a test to be used for applicants. IT WAS MOVED TO AMEND THE MOTION TO DELETE THE DEVELOPMENT OF A TEST. THE MOTION WAS SECONDED.

In the discussion on the amendment, Mr. Warren said that there is ample data to develop a test, two years work has gone into the development of a test which he has submitted to Columbia University and he has been asked to proceed with the development. He said that a test can be ready for use in the Newark area only within six months. THE QUESTION WAS CALLED ON THE AMENDMENT AND IT WAS DEFEATED BY A MAJORITY VOTE. THE QUESTION WAS CALLED ON THE ORIGINAL MOTION AND IT WAS PASSED BY A MAJORITY VOTE.

PROGRAM COMMITTEE:

Mr. Still reported that the Program Committee is meeting on March 31 to discuss and determine program priorities and asked that the Board of Trustees participate in the discussion. It was decided that the Board would be invited to attend the meeting.

CHILD SERVICE ASSOCIATION,
FULD NEIGHBORHOOD HOUSE:

Mr. Tyson asked the Board to approve amendments to the contract with Child Service Association to provide additional funds for one meal. They now get 40¢ per

child but since they provide breakfast and a snack, they would like the amount increased to 75¢ which is the amount OEO says can be used. They are also asking that money be provided for transportation for the children. The amount needed has not been determined but is in line with Board of Education costs. Also, Fuld Neighborhood House contract needs to be amended to include additional funds for food for children who attend their all-day program. The amount requested is 75¢ per child. The funds for both programs will be used to June. IT WAS MOVED, SECONDED AND PASSED to provide the funds necessary and to so amend the contracts.

INCOME TAX PROPOSAL:

Mr. Rosenberg asked the Board to adopt a resolution urging UCC members to vigorously urge our State

Senators from Essex County to act in accordance with the best interests of the community in voting on the Income Tax Proposal. MOVED AND SECONDED.

Mr. Reitman said the Corporation would jeopardize its tax exempt status if it took a position to be communicated to the State Senators particularly those of Essex County. He said the Corporation could express its view for information purposes to the membership and urge them to act in accordance with the dictates of their conscience.

After more discussion the QUESTION WAS CALLED AND PASSED BY A MAJORITY VOTE. Mr. Reitman, with staff, is to draw this resolution.

ADJOURNMENT:

There being no further business the meeting was adjourned.

Respectfully submitted,

Beatrice V. Easley
Beatrice V. Easley

TO Board of Trustees
FROM: Education Task force

DATE March 17, 1966

RE: Project Head Start

The Education Task force makes the following recommendations on Project Head Start.

1. The salary for teacher aides should be \$1.85 per hour. This is in line with the previous recommendations made for the previous teacher aide proposal.
2. Mrs. Andrade made a motion that in addition to the nine representatives of the Area Boards already designated to the Policy Advisory Committee, at least one Head Start parent from each center be added to the nine already included on the Policy Advisory Committee.
This motion was seconded and unanimously carried.

At this point of the discussion, an issue arose over the Board of Education's policy of hiring teachers for this project. This issue was reconciled and the meeting continued.

3. Mr. Wilson made a motion that the Board of Education employ teachers who are qualified to teach the pre-school child, selecting from the Newark school faculties in so far as possible, and if sufficient number is not found in Newark, they will go outside and recruit teachers. This motion was seconded and 14 voted for and 3 abstained (?).
4. Mrs. Andrade made a motion that whether the training of personnel be done at Newark State or in Newark by the Board of Education that there be a special request for consultants from the Pre-School Council's staff.
This motion was seconded and unanimously carried.
5. Mrs. Frances Belkin made a motion that an appropriate protein be included in the breakfast.
This motion was seconded and carried.

6. Mrs. Andrade made a motion that the school aides be called social service aides, and this person's main function be in the area of social services and parent activity.
7. Mrs. Andrade made a motion that the salary of teacher aides and social service aides be \$2.00 per hour rather than \$1.85 per hour.
This motion was seconded and unanimously carried.
8. Mrs. Andrade made a motion to double the number of supervisors from two to four in the proposal.
This motion was seconded and carried.

Discussion took place on salaries accorded to teacher aides. A motion was made by Rebecca Andrade that an emergency communication be sent to Washington requesting that the salary for teacher aides in the Teacher aide Proposal be raised to \$2.00 at which time the salary for teacher aides and social service aides in the Headstart program will be raised to \$2.00. Motion was passed. Mr. Mayberry moved that the salary for teacher aides and social service aides in Headstart would remain at \$1.85 until the salary for teacher aides in the Teacher Aide Proposal is raised to \$2.00 at which time the salary for teacher aides and social service aides in the Headstart program will be raised to \$2.00.
Motion was passed.

Discussion took place on the refusal of the Board to take the recommendation of the Educational Task Force in addition of two supervisors with backgrounds in Early Childhood Education. Mrs. Mitchell moved that the program should stand with the two supervisors, Dr. Groder and Dr. Van Ness and the 23 Head Teachers as developed in the Board of Education proposal.
Motion was passed.

Edna Thomas moved that we accept the proposal if there are no further questions to be discussed on recommendations made last week. The motion was passed.

TO Board of Trustees

FROM: Education Task force

RE: Pre High Head Start

March 17, 1966

RECOMMENDATIONS OF THE EDUCATION TASK FORCE which will be included in the final writing of the proposal if approved by the Board of Trustees.

1. As part of the pre-service teacher institute program the beginning teachers will be asked to attend a United Community Corporation Task Force meeting and a Board of Trustees meeting.
2. The Area Boards will be visited by the directors or other program personnel in order to obtain their assistance in determining families whose eighth grade children are in greatest need of the program. The Area Boards will be asked to aid the program through establishing an advisory council. Statements to this effect will replace the present sentence on page five of the proposal.
3. A more acceptable term than "disadvantaged" youth will be developed to describe the children of the program. The term "developing youth of the inner city" has been suggested.
4. A get-together of children and families will be held at South Orange Campus during the first half of the program. The purpose will be to aid communication, understanding and rapport between staff and families. It is hoped that this will lead to a desire for families to develop a closer relationship with the staff in obtaining help for their children, expressing needs and possibly inviting staff members to visit homes. Such a development should be reasonably comfortable and free from tension. It cannot be contrived.
5. In regard to food, the light breakfast will include a protein food. The possibility of obtaining the State milk subsidy available to schools will be explored. Use of the Blazer Council inprocurement and servicing of breakfast and lunch will be arranged. Dr. Flagg will be contacted on this matter.
6. The Education Committee and Board will be invited to visit the program, and attend the smorgasbord lunch and "Performance Night" with the children.

7. The possibility of the students receiving some high school credit will be explored. Perhaps $2\frac{1}{2}$ credits or $\frac{1}{2}$ a college credit could be allowed by the high schools. At least it will be requested students' participation be noted on the high school record. Consideration of credit was Dr. Flagg's suggestion.

8. In the submission of the proposal to Washington the AACTE Citation will appear between the cover page and introduction rather than in the Appendix.

9. As part of leadership training through the language arts or in assemblies the roll of the United Community Corporation will be presented to the children. It is best that UCC representatives address them. If possible, the program will include their attendance at a Task Force meeting. This presents the problem of their being out late in the course of the intensive program and of the necessity of parents accompanying them as a matter of safety.

10. Budget revisions were made in accordance with the Education Task Force recommendations.